

The background of the slide is a photograph of two construction workers on a construction site. They are working on a grid of steel reinforcement bars (rebar) that is laid out on a surface. One worker, in the foreground, is wearing a pink long-sleeved shirt, blue jeans, and a yellow hard hat. The other worker, in the background, is wearing a grey hoodie and a grey hard hat. The rebar grid is made of dark, intersecting steel bars.

THE NEW CONTRACTOR COMPLIANCE PROGRAM

COMING SOON: THE 2009 VERSION OF
CONTRACTOR COMPLIANCE REVIEWS

STEPHANIE JAMES



Our “Nearly-Impossible” Mission:

Bring ALDOT into 2009

and:

(a) Streamline and standardize Contract Compliance workflow

(b) Provide contractors with better reporting methods

(c) Centralize data for easy access



FHWA Baseline Assessment

- ❌ No standard format is used by Division EEOs for Contract Compliance (CC) Review procedures.
- ❌ CC is not submitting its reports to the FHWA in a timely manner.
- ❌ Contractor review selection criteria is not being utilized.



FHWA Baseline Assessment (cont.)

- ✗ Reports submitted to FHWA are not sufficient for making a determination of compliance/non-compliance.
- ✗ FHWA found it common practice for contractors to fall short of required training hours.
- ✗ There is no mechanism in place to prevent contractor shortfalls in required training hours.



The Problems as seen by the State

(The Bureaus of Office Engineer, Construction, Contractor Compliance staff to include Division EEOs and staff)

- ❌ Over abundance of paper with no storage area
- ❌ Excessive amount of paperwork/reports to be completed by hand calculations
- ❌ Lack of quality communication by staff from the Contractors with ALDOT personnel in all areas
- ❌ Unable to verify information from contractors concerning their payroll and OJT data



The Problems as seen by the State

(The Bureaus of Office Engineer, Construction, Contractor Compliance staff to include Division EEOs and staff)

- ✗ Lack of access to information from other monitors of the contracts/contractors such as complaints and concerns
- ✗ Missing deadlines due to slow downs in the use of regular mail services with information from contractors
- ✗ Receipt of inaccurate information from contractors
- ✗ In preparing the annual wage decision report for the DOL, a year's worth of payroll information is sifted through, entered into a database, and completing the statistics by hand.



Contractor Comments & Suggestions

- ☐ Ensure the new program will be compatible with existing payroll software
- ☐ No double payroll entry
- ☐ User friendly
- ☐ Cost savings with electronic submission versus paper reports

So here we are...

□ CONTRACTORS

□ CALDOT

□ FHWA



The Strategy...

- ✓ Create an online system that accepts contractor payroll and OJT data – Civil Rights Management System (CRMS)
- ✓ Enhance CPMS to provide Contractor Compliance in-house functionality
- ✓ Train ALDOT and Contractor personnel

The CRMS/CPMS Solution...

- ☑ Electronic submission of information
- ☑ Central warehouse of information available at anytime
- ☑ Publish reports without having to hand-calculate OJT hours and pay rates
- ☑ Established deadlines from FHWA can be adhered to easily due to an electronic process for submittal of review documentation and Report filing

The CRMS/CPMS Solution...

- ☑ Uniform contractor compliance review process and procedure for all areas of the state to follow.
- ☑ Tracking mechanism to ensure deadlines are met by all parties
- ☑ Cost effective due to lessened necessity for travel
- ☑ Improved reporting accuracy from contractors and EEOs
- ☑ Wage Rate studies would be readily accessible for printing and submission to the DOL

The CRMS/CPMS Solution...

- ☑ Broader scope of centralized info
- ☑ Improved communication with Central Office and Division Staff
- ☑ Expedited responses from all areas concerned in the ALDOT regarding contractors/contracts
- ☑ Ability to review contractor history

Boxes...



01/13/2007

And Boxes of Paper...



Will Completely...



DISAPPEAR!!!



A Demo of the Civil Rights Management System (CRMS)

- ✓ Manage Wage Decisions
- ✓ Assign Project OJT Hours
- ✓ Submit/Approve OJT Plan
- ✓ Upload Payroll/OJT File then Review/Certify Payroll/OJT Data
- ✓ Monitor Project Certified Payroll/OJT Data
- ✓ Federal Report Production

[VIDEO](#)

A Demo of the CPMS Contractor Compliance Module

- ❑ Random selection of Contractors based upon the input criteria
- ❑ Assignment of EEOs to the Reviews based on the projects in their respective Divisions
- ❑ Data Input/Validation of the Review through the use of Appendix G from the CC Desk reference showing a status determination edit capability

[VIDEO](#)

A Demo of the CPMS Contractor Compliance Module

- ❑ A Wage Decision Compliance Query to answer whether the employees of the contractors are being paid below the prevailing wage for their job classification

[VIDEO](#)

CRMS Training Plan

- ✓ All of ALDOT personnel will be trained fully prior to contractors receiving their training.
- ✓ With a soft deadline of early fall of 2009, we will coordinate dates for all Central Office staff, Division/Project EEO staff to be trained on CRMS in groups of 12
- ✓ Utilize the approved/certified list of contractors for ALDOT and provide notification of dates and locations for the training
- ✓ The contractors will then RSVP as to the date they have chosen to attend
- ✓ Utilization of multiple venues for the accommodation of contractor headquarters location to alleviate the need for travel

CPMS Training Plan

- ✓ Train all of the EEO, Contract Compliance monitors, Office Engineer staff, and Construction staff in groups of no more than 12
- ✓ Training to commence with the following schedule: (This training will be hosted in cooperation with CRMS with the same soft deadline.)
 - ✓ Central Office Staff
 - ✓ Division/Project EEO staff
 - ✓ Division/Project Contract Compliance staff

Let's put the ARBA seal of approval on



The CRMS/CPMS Solution!

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